

Message Text

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ACTION IO-11

INFO OCT-01 ISO-00 IOE-00 AF-06 ARA-06 EA-07 EUR-12 NEA-10

OIC-02 INRE-00 SSO-00 NSCE-00 USIE-00 CIAE-00 PM-04

H-02 INR-07 L-03 NSAE-00 NSC-05 PA-01 PRS-01 SP-02

SS-15 COME-00 EB-07 LAB-04 SIL-01 AID-05 ABF-01 OMB-01

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TAGS: AORG APER UNOG

SUBJECT: GENEVA STRIKE

REF: A GENEVA 1387, B GENEVA 1429, C GENEVA 1434

1. SUMMARY. STRIKE OF G-LEVEL UN EMPLOYEES CONTINUES INTO AFTERNOON OF FRIDAY, FEB 27. AS OF NOON DIRECTOR GENERAL WINSPEARE UNABLE TO MAKE ANY PREDICTION ABOUT PROSPECTS FOR HOLDING MEETINGS SCHEDULED FOR NEXT WEEK IN PALAIS. WHILE PICTURE NOT YET CLEAR, DECISION JUST TAKEN BY ASSOCIATION OF FREE LANCE INTERPRETERS TO JOIN STRIKE COULD WELL HAVE EFFECT OF GENERALIZING SHUT DOWN OF MEETINGS ELSEWHERE ALSO. WINSPEARE MET WITH MEMBERS OF STAFF COUNCIL FEB 26 AND SCHEDULED TO MEET AGAIN AFTERNOON OF FEB 27. END SUMMARY.

2. UNOG DIRGEN WINSPEARE RECEIVED MEMBERS OF THE STAFF COUNCIL AT 2300 HOURS, FEB 26, 1976. IN THE TWO AND ONE HALF HOUR SESSION THAT FOLLOWED, WINSPEARE

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GAVE HIS ORAL COMMITMENT TO HONOR THE FINDINGS OF

THE BATTELLE STUDY AND ALSO AGREED TO THE DATES OF APPLICABILITY DEMANDED BY THE STAFF. WINSPEARE POINTED OUT THAT IN ORDER FOR FINDINGS OF THE BATTELLE STUDY TO BE IMPELMENTED, THE HEADS OF THE SPECIALIZED AGENCIES IN GENEVA WOULD HAVE TO AGREE ALSO, AND WINSPEARE SAID HE WOULD ATTEMPT TO SEEK THAT AGREEMENT TODAY, FEB 27. HE FURTHER GAVE HIS ORAL ASSURANCE THAT THE STRIKE ACTION IS LEGAL AND THAT THERE WOULD BE NO REPRISALS AGAINST STRIKERS. THE STAFF DECIDED TO CONTINUE STRIKE UNTIL SUCH TIME AS AN AGREEMENT IS FORMALLY SIGNED AND CALL WENT OUT FOR STAFF TO REPORT FOR PICKETING OVER THE WEEKEND.

3. WORKING IN UNHEATED, UNLIGHTED OFFICES, WINSPEARE INFORMED AMBASSADOR AT LATE MORNING MEETING FEB 27 THAT HE HAD JUST COME FROM MEETING AT ILO WITH OTHER DIRECTORS GENERAL OF GENEVA BASED ORGANIZATIONS AT WHICH IT HAD BEEN AGREED TO MAINTAIN UNIFIED POSITION ON STRIKE ISSUES AND TO ISSUE COMMON STATEMENT ON G-LEVEL SALARIES QUESTION ADOPTING POSITION TAKEN BY ILO DIRGEN BLANCHARD BEFORE ILO COMMITTEE ON PROGRAM, FINANCE AND ADMINISTRATION. REPORT OF BLANCHARD STATEMENT ON WHICH COMMON STATEMENT WILL BE BASED FOUND IN ILO DOCUMENT GB 199/PFA/32, RELEVANT PORTION OF WHICH FOLLOWS:

4. BEGIN TEXT. THE DIRGEN NOTED THAT THE SALARY SURVEY TO WHICH THE STAFF REP HAD REFERRED HAD RECENTLY BEEN COMPLETED AND WAS UNDER STUDY. THE UN ORGANISATIONS AND THE STAFF ASSOCIATIONS IN GENEVA CONSIDERED THEMSELVES BOUND BY THE RESULTS OF THE SURVEY. THE ILO WOULD ABIDE BY ITS COMMITMENT AND WOULD USE THE REPORT AS THE POINT OF DEPARTURE FOR A SYSTEMATIC EXAMINATION WITH THE STAFF REPS OF THE PROBLEM OF SALARIES IN GENEVA. THE REPORT WAS COMPLEX AND CONTAINED CRUDE RESULTS WHICH LEFT NUMEROUS POINTS TO BE REFINED AND INTERPRETED. HE WAS OPPOSED TO SUBMITTING THE PROBLEM TO THE INTERNATIONAL CIVIL SERVICE COMMISSION. HE PROPOSED THAT THE REPRESENTATIVES OF THE ADMINISTRATION AND STAFF PROCEED JOINTLY WITH AN EXAMINATION LIMITED OFFICIAL USE

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OF THE REPORT IN ORDER THAT PRECISE AND EQUITABLE PROPOSALS ON SALARIES AND ALLOWANCES MIGHT BE PUT BEFORE THE GOVERNING BODY AT ITS NEXT SESSION. IT WAS ESSENTIAL THAT THE NEGOTIATIONS BE CONDUCTED ON BOTH SIDES BY COMPETENT OFFICIALS AND WITH A SENSE OF RESPONSIBILITY. END TEXT.

5. IN CONVERSATION WITH AMB AND POLCONS, WINSPEARE

DISPLAYED RELUCTANCE ABOUT DEALING DIRECTLY WITH STRIKE LEADERS IN THEIR PRESENT MOOD, INSISTING DIALOGUE MUST BE CONDUCTED "ON LEVAL OF GROWN-UPS." HE TOOK COURAGE FROM INABILITY TO STRIKERS UP TO THEN TO CAUSE STRIKE TO SPAREAX, AND ATTRIBUTED PROBLEM TO ALRGE DEGREE TO CONFLICT BETWEEN TWO UNIONS COMPETING FOR MEMBERSHIP OF UN EMPLOYEES. ON OTHER HAND, HE APPEARED TO BE MAN WITH NO APPEALING SOLUTION TO OFFER OTHER THAN GAMBIT OF ADOPTION OF COMMON POSITION BY DIRECTORS GENERAL TO DORCE PALAIS STRIKERS TO SUBMIT TO GENEVA WIDE SOLUTION IN WHICH INFLUENCE OF PALAIS STRIKERS HOPEFULLY WOULD BE DILUTED. FURTHER REVERSAL FOR WINSPEARE OCCURRED THEREAFTER IN EARLY AFTERNOON WHEN ASSOCIATION OF FREE LANCE INTERPRETERS JOINED STRIKE. IN THIS WORSENERD SITUATION WINSPEARE SCHEDULED TO MEET WITH REPS OF STAFF ASSOCIATION AT 15:30.

6. WINSPEARE BEMOANED MISCALCULATION BY EARLIER ADMINISTRATORS WHO HAD PREVAILED UPON STAFF ASSOCIATIONS TO LIVE WITH EVEN HANDED FINDINGS OF BATTELLE INSTUTUTE SURVEYS. HE FURTHER ACKNOWLEDGED TACTICAL ERROR HAD BEEN COMMITTED WHEN ADMINISTRATORS APPROACHED BATTELLE INSTITUTE UNILATERALLY AFTER PRESENT SURVEY RESULTS ISSUED, RATHER THAN CONSULTING FIRST WITH STAFF ASSOCIATION ON ASPECTS OF SURVEY ADMINISTRATORS FELT NEEDED TO BE QUESTIONED.

7. FOREGOING PROVIDED AS INTERIM UPDATE OF SITUATION WHICH MISSION WILL SUPPLEMENT LATER IN DAY ONCE OUTCOME OF WINSPEARE'S MEETING WITH STAFF ASSOCIATION REPS KNOWN AND IMPLICATIONS OF INTERPRETERS ACTION CAN BE ASSESSED. DALE
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